

Local/Workforce Equality Standards/WRES

[BRQ-benchmark-2021.pdf](#)

	Your Trust 2018	Average (Median) for Acute Specialist Trusts			The Walton Centre NHS Foundation Trust			The Clatterbridge Cancer Centre NHS Foundation Trust			Liverpool Women's NHS Foundation Trust			Liverpool Heart and Chest			Trend		
		2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021			
Indicator 5. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	WHITE	12.2%	21.0%	16.6%	18.5%	25.3%	21.7%	25.1%	14.1%	10.5%	13.1%	20.9%	16.9%	18.4%	13.5%	10.7%	11.7%	↑	Lower % Better
	BME	20.7%	20.2%	18.6%	17.1%	35.1%	32.6%	21.6%	21.1%	12.5%	20.4%	15.3%	8.8%	16.7%	26.0%	20.4%	15.7%	↓	
Indicator 6. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	WHITE	18.3%	23.2%	21.6%	21.5%	16.4%	18.9%	19.7%	23.5%	15.4%	16.8%	17.1%	18.0%	23.3%	17.5%	17.8%	17.8%	↔	Lower % Better
	BME	34.9%	29.4%	28.7%	27.8%	21.6%	23.9%	33.3%	18.4%	20.0%	16.3%	33.9%	23.9%	21.5%	34.6%	28.2%	25.9%	↓	
Indicator 7. Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion *	WHITE	65.4%	59.7%	62.1%	61.1%	70.7%	65.4%	61.0%	57.3%	61.8%	61.4%	60.5%	60.9%	59.6%	64.2%	66.5%	64.9%	↓	Higher % Better
	BME	51.2%	49.4%	44.3%	44.5%	56.8%	42.6%	45.1%	54.1%	45.0%	53.1%	50.0%	48.5%	52.3%	58.3%	64.2%	59.1%	↓	
Indicator 8. In the last 12 months have you personally experienced discrimination at work from manager / team leader or other colleagues?	WHITE	5.7%	5.5%	5.7%	6.1%	4.5%	4.0%	6.9%	5.5%	4.0%	5.1%	5.2%	3.6%	6.1%	3.6%	3.8%	5.6%	↑	Lower % Better
	BME	14.1%	13.0%	15.0%	16.7%	13.5%	10.6%	15.7%	5.6%	5.4%	12.2%	7.4%	7.5%	6.2%	11.8%	6.7%	11.8%	↑	

* Indicator 7. Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion: The results for the measure has been calculated differently this year from previous years. In previous years, the percentage was reported as those saying 'yes' as a proportion of all staff excluding those who said 'don't know'. For this year's reporting, the figure reported is the percentage saying 'yes' as a proportion of all those who responded (including 'don't know'). This approach has been applied to the historical data in the 2021 reports.

WDES data - Staff survey

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	Your Trust 2018	Average (Median) for Acute Specialist Trusts			The Walton Centre NHS Foundation Trust			The Clatterbridge Cancer Centre NHS Foundation Trust			Liverpool Women's NHS Foundation Trust			Liverpool Heart and Chest			Trend		
		2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021			
Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months	Staff with LTC or illness	20.0%	27.8%	21.9%	24.1%	32.5%	25.7%	30.6%	15.2%	14.3%	16.5%	28.3%	21.8%	16.8%	15.1%	10.6%	16.0%	↑	Lower % Better
	Staff without LTC or illness	11.6%	19.0%	16.3%	17.3%	24.2%	21.6%	23.1%	14.4%	9.7%	13.0%	18.8%	15.0%	18.8%	14.7%	11.9%	11.2%	↓	
Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months	Staff with LTC or illness	13.6%	15.1%	18.7%	16.6%	5.9%	11.9%	10.4%	17.4%	17.9%	16.7%	15.3%	13.8%	18.9%	11.0%	18.1%	15.0%	↔	Lower % Better
	Staff without LTC or illness	7.6%	10.0%	9.8%	9.1%	7.5%	8.5%	7.3%	9.8%	5.4%	6.8%	7.1%	9.4%	10.8%	7.5%	7.2%	7.5%	↑	
Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months	Staff with LTC or illness	18.5%	27.3%	25.4%	26.5%	15.1%	20.2%	23.7%	27.4%	22.5%	24.7%	22.6%	21.3%	26.5%	21.1%	18.7%	21.3%	↑	Lower % Better
	Staff without LTC or illness	15.5%	16.6%	16.6%	16.5%	13.4%	14.5%	16.2%	15.7%	9.8%	9.4%	12.7%	11.9%	16.5%	13.9%	12.6%	13.3%	↑	
Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it	Staff with LTC or illness	55.0%	53.4%	49.3%	54.0%	52.2%	56.4%	54.0%	45.6%	45.8%	42.6%	56.3%	55.8%	61.7%	56.3%	50.8%	58.5%	↔	Higher % Better
	Staff without LTC or illness	52.8%	47.7%	48.4%	48.8%	50.4%	53.3%	58.9%	40.7%	48.2%	39.7%	51.5%	46.8%	50.6%	50.0%	48.9%	48.8%	↓	
Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion	Staff with LTC or illness	57.5%	52.3%	51.2%	52.3%	62.5%	50.0%	47.8%	47.4%	54.7%	54.5%	53.2%	54.9%	55.8%	59.6%	61.9%	57.5%	↓	Higher % Better
	Staff without LTC or illness	64.7%	58.9%	59.3%	59.3%	71.4%	65.7%	63.3%	59.3%	62.1%	62.4%	60.8%	60.4%	59.3%	64.0%	66.6%	65.2%	↓	
Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	Staff with LTC or illness	30.6%	26.7%	29.8%	29.8%	24.4%	40.0%	29.8%	39.3%	29.9%	25.8%	36.5%	29.4%	31.6%	26.7%	26.9%	31.5%	↑	Lower % Better
	Staff without LTC or illness	26.9%	20.6%	21.6%	20.4%	14.9%	21.3%	20.4%	22.5%	19.8%	20.6%	23.5%	30.7%	30.7%	20.4%	23.5%	23.8%	↑	
Percentage of staff satisfied with the extent to which their organisation values their work	Staff with LTC or illness	52.1%	44.3%	44.3%	39.1%	51.7%	45.5%	43.0%	38.8%	45.0%	43.0%	39.6%	35.0%	41.3%	46.3%	46.1%	37.5%	↓	Higher % Better
	Staff without LTC or illness	59.9%	56.1%	55.6%	48.9%	61.8%	59.3%	48.9%	47.5%	55.2%	48.6%	50.0%	48.3%	44.8%	60.1%	58.7%	55.7%	↓	
Percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work	Staff with LTC or illness	75.0%	76.5%	77.0%	71.4%	86.1%	70.0%	67.2%	72.1%	71.6%	71.4%	78.0%	76.3%	68.6%	77.8%	77.7%	69.1%	↓	Higher % Better
Staff engagement score (0-10)	Staff with LTC or illness	7.50	7.20	7.10	6.90	7.50	7.20	6.80	6.70	7.00	7.00	6.90	7.00	6.80	7.20	7.10	7.00	↓	Higher is Better
	Staff without LTC or illness	7.70	7.60	7.50	7.40	7.70	7.70	7.50	7.30	7.50	7.20	7.30	7.10	6.90	7.70	7.70	7.60	↓	